

**STATE HUMAN RELATIONS COMMISSION
FULL COMMISSION MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, September 8, 2016

The September monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Arts Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Chairperson Calvin Christopher. Commissioners Mashoor Awad, Jamaal Bivens, Diaz Bonville, Whittona Burrell, Erica Caesar, Chok-Fun Chui, Stephen Elkins, Earnest Gulab, Michael J. Harpe, Rose Mary Hendrix, Doug James, Prameela Kaza, Gail Launey-Tarlecki, Nancy Maihoff, Lorenzo Murdaugh, Olga Ramirez and Walter Smith Jr. DAG Paige Schmittinger.

Commission Members not present: Commissioners Bernice Edwards (excused), Janet Maull-Martin (excused), Roy Sudler Jr. (unexcused), Robert Watson Jr. (unexcused), and Rosemarie Williams (excused).

Staff from Division of Human Relations Office: Romona Fullman and Kelly Fox.

Members of the public present: Julie Fedele and Kerri Harris.

I Call to Order

The meeting was called to order by Chair Christopher at 7:07 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the June SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Kaza. Motion was seconded by Commissioner Elkins. A vote was taken, motion carries with no opposition.

The minutes for the August SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Maihoff. Motion was seconded by Commissioner Kaza. A vote was taken, motion carries with no opposition.

III Members of the Public Present

Julie Fedele, Joint Legislative Oversight & Sunset Committee Analyst introduced herself to the Commissioners.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<u>Committee Strategic Actions for the year</u> - Chair Christopher reported this has been an agenda item. Asked Committees to identify 3 or 4 strategic initiatives that they would like to focus on for the year. Advised these items should be reported on during Committee reports including progress and assistance needed.			
<u>Sunset Committee Review</u> - Chair Christopher reported that this Commission is currently going through a Sunset Review. Purpose of the review is to ensure the Commission is adhering to and satisfying the objectives that we have been assigned. Division office is preparing a response to the questionnaire received from the Sunset Committee. There is a meeting on 9/13/16 in legislative hall to go over the process of the review. There is no requirement for Commissioners to attend.			
<u>Commission Vacancies</u> - Chair Christopher reported that he has been in touch with the Office of Boards and Commissions regarding candidates to fill current vacancies on the SHRC. Recommendations for appointments come from the Commission; final decision on appointment is made by the Governor's office. He expressed he would like to have all vacancies filled before the new administration is in office.			

<p><u>Commissioner Committee Assignments</u> - Chair Christopher reported two new Commissioners have been appointed. One of his duties is to assign all Commissioners to a sub-committee. He has been in contact with Commissioner Launay-Tarlecki regarding the current SHRC vacancy on the Governor's Council on Equal Employment Opportunity Committee. Chair Christopher indicated that he also considering the appointment of a chair for the Legislative Committee. He is awaiting a confirmation from the candidate before announcing.</p>			
<p><u>Delaware Racial Justice Collaborative</u> - Chair Christopher reported this is a recently formed initiative. He has been appointed as a Co-Chair of that initiative along with Stephanie Staats, CEO of the YWCA. The purpose of the Collaborative is to bring together like minded organizations who are involved in civil rights and social justice issues to eliminate institutional racism in the state of Delaware. He will report progress on a monthly basis.</p> <p>Chair Christopher reported one of the members is Delaware Faith in Action. They recently held a press conference where they released on resolution expressing no confidence in the Governor's reaction to recommendations they made to address allegations of racism and discrimination in state government. A copy of the resolution was included in the Commissioner's packets. One of their recommendations is the formation of a Civil Rights Commission, separate from the Human Relations Commission, independent of state government. More</p>	<p>Provide monthly updates on progress made by the Collaborative.</p>	<p>Chair Christopher</p>	<p>Monthly</p>

Fullman asked if any Commissioners had questions. No questions were asked.			
Legislation adding Source of Income as a protected class to the Delaware Fair Housing Act was signed into law on August 3, 2016.	Update fair housing forms and materials	Director Fullman	
Delaware Death Penalty – There is a link for additional information in the Director’s report. She asked Commissioners to think about how the Commission will respond to legislative efforts to retain the death penalty in Delaware.	Develop a strategy to oppose the death penalty in Delaware	Legislative Committee	
Director Fullman thanked Commissioners who have participated in the Film and Discussion series. Next film to show is <i>Freedom Summer</i> . They are intended for Commissioners to engage the community. Director Fullman advised that any of the films that have been shown are available to be used by Commissioners in other forums.			
DHR Training Coordinator – Request has been made to Secretary of State for funding assistance to extend the contract for this position. Natalie Fountain is the contractor currently in this position.	Pursue funding to retain Training Coordinator position	Director Fullman Chair Christopher	
Sunset Review – Orientation is scheduled September 13 th . The Division has received a questionnaire that is to be completed by October 15 th . Director Fullman invited Julie Fedele to discuss the Sunset Review process. Ms. Fedele advised the process is to review entities on a regular basis to ensure those entities are servicing the people of Delaware. Ms. Fedele encouraged Commissioners to send questions to Director Fullman as she will be attending the orientation.	Attend orientation meeting with JSR Committee representatives	Director Fullman DAG Schmittinger	

Upcoming Activities - Thursday, Sept. 29 th Coalition for Fairness & Equity in Schools will meet at 5:30pm in the ACLU's Conference Room, Suite 706			
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VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p><u>Public Awareness Committee (PAW)</u> – Commissioner Launay-Tarlecki will be doing a Comcast Newsmakers segment on September 23rd.</p> <p>Commissioner James reported that he and Commissioner Launay-Tarlecki recommend that an activity be planned (proclamation signing) recognizing January as Human Relations Awareness Month.</p> <p>Commissioner James reported that he would like to get Widener Law School involved in the work of the Commission.</p>	<p>Film Comcast Newsmaker segment</p> <p>Plan activity in recognition of Human Relations Awareness Month (January 2017)</p>	<p>Commissioner Launay-Tarlecki</p> <p>PAW Chair</p>	
<p><u>Legislative Committee (LEG)</u> – No report. A new Chair for Committee will be announced shortly.</p>	<p>Appoint Commissioner to Chair Legislative Committee</p>	<p>Chair Christopher</p>	
<p><u>Community Response Committee (CRC)</u> – Commissioner Maihoff reported that one of their goals/responsibilities is to interview candidates for the Commission. A review of the demographics of the Commission indicates the current composition is not a representation of the population of Delaware. She reported that two vacancies remain on the Commission.</p>	<p>Interview candidates to fill SHRC vacancies</p>	<p>CRC Chair</p>	

<p><u>Governor's Council on Equal Employment Opportunity Committee (GCEEO)</u> – Commissioner Launay-Tarlecki reported that at the September meeting a decision was made to not conduct formal agency reviews this year. Each Committee member will be assigned 3-4 Departments to review individually and submit a report to the Committee.</p> <p>Commissioner Launay-Tarlecki reported there is a vacancy on the Committee for a representative from the State Human Relations Commission.</p> <p>Commissioner Launay-Tarlecki reported the GCEEO received two resignations yesterday.</p> <p>The Committee is working document to be used for their transition document and a cumulative report for reports generated in the years of 2009 – 2015 to provide a comprehensive scope of data for the incoming administration.</p> <p>The Committee to select an outside contractor to review the Departments has completed their interviews. A candidate has been selected internally; an offer is to be extended. An announcement should be made shortly.</p> <p>Next meeting is scheduled for 10/5/16 at 9:00 am in the Haslet Armory.</p>	<p>Appoint Commissioner to fill the vacancy on the GCEEO</p>	<p>Chair Christopher</p>	
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VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Chui would like to share how much she has learned from the Film & Discussion series.			

She has been able to hear a variety of views on civil rights while meeting people from different walks of life. She encourages all Commissioners to participate.			
Chair Christopher discussed the survey that was sent out to Commissioners in the email Guidelines for Effective Human Relations Commissions that requested feedback from Commissioners. Only 4 responses were received. Chair Christopher advised it is not too late to respond. A request was made that the email be resent.	Resend email	Director Fullman/Kelly Brown	Following meeting.

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None			

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Chui will be traveling out of the country for 3 weeks she will have some access to emails. .			
Commissioner Hendrix encouraged Commissioners to attend Moral Monday event in Dover on September 12 th . Director Fullman will send a reminder.	Email a reminder	Director Fullman	Following meeting.
Chair Christopher's daughter, Tiffany, delivered a baby girl. 9lbs 12 ozs. Mother and daughter are both doing well.			
Commissioner Elkins completed his chemo treatments in May. He saw the oncologist and things look well. Commissioner Elkins also shared that today is his 38 th			

anniversary.			
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XI Meeting Adjourned

The Commission meeting was adjourned at approximately 8:49 p.m. by Chair Christopher.